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16 APR 1973

MEMORANDUM FOR: Director of Personnel

THROUGH : Chief/Staff Personnel Division/Office of Personnel

SUBJECT : Promotions to GS-14, GS-13, GS-12, GS-11 and
GS-10 in the Support Career Service

1. The annual personnel evaluations for the promotion of GS-09 through GS-13 Support Officers have been completed and the Staff Operations Panel has forwarded its recommendations to me for approval. I have reviewed these recommendations and have selected five GS-13 officers for promotion to GS-14; five GS-12 officers for promotion to GS-13; eight GS-11 officers for promotion to GS-12; two GS-10 officers for promotion to GS-11; and two GS-09 officers for promotion to GS-10; a total of 22 promotions. Although the most current Career Service Grade Authorization (28 February 1973) does not provide sufficient headroom to accommodate these promotions, a projection of headroom made by the Acting Career Management Officer of the "S" Career Service CSGA through 30 June 1973 does provide adequate headroom. The projection, which is attached, takes into consideration all known adjustments including the results of the recent excess personnel exercise. As you can see from the projected headroom through 30 June 1973, the promotions I have approved will not exhaust all of the projected headroom. The results of our efforts to monitor the headroom situation in the "S" Career Service, particularly during the past year, are reflected in the positive headroom situation projected at all grade levels.
2. Of the 22 promotions I have approved, 11 will create PRA situations. Of the 11, one officer being promoted to GS-14 is presently assigned against a GS-13/14 position; another officer being promoted to GS-14 will be reassigned to a GS-14 position in the summer of 1973; and three officers will be reassigned in the summer of 1973 to as yet unidentified positions but every effort will be made to identify positions at the proper grade level. One of the officers I have selected for promotion to GS-13 encumbers a GS-09 position on the WH Division

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field staffing complement. This is misleading, however, because your Position Management and Compensation Division has recommended this position for upgrading to GS-11. The upgrading has not been accomplished because WH Division has not been able to provide two points to accommodate the upgrading. The officer himself is one of the "comers" in the Support Career Service and I do not believe that his promotion should be deferred. The fact that the Position Management and Compensation Division has recommended the upgrading of this position at GS-11 is a testimony to the value of the job. In addition this officer will complete his two year field tour in October and upon completion of home leave an appropriate Headquarters position will be identified. The Support Career Service continues to monitor Personal Rank Assignments for its careerists and every effort is being made to alleviate PRA's at the earliest dates possible or a satisfactory explanation made when an assignment of an "S" Careerist creates a PRA.

3. The 22 officers being promoted have been competitively ranked with their peers and I believe merit promotion at this time. On the basis of the projected headroom through 30 June 1973, it is recommended that you approve the 22 promotions. I would appreciate an effective date of 15 April 1973.

R.S.W.

for HAROLD L. BROWNMAN
Deputy Director

for
Management and Services

Attachment

APPROVED:

LS /

Director of Personnel

20 Apr. '73

Date

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